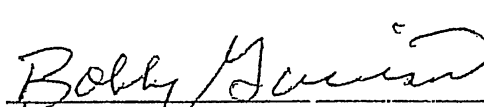
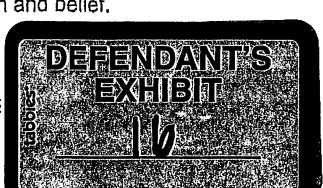


EEOC Form 5 (5/01)

<b>CHARGE OF DISCRIMINATION</b> <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To:      Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA  <input checked="" type="checkbox"/> EEOC         </div> <div style="text-align: right;"> <b>130-2004-03400</b> </div> </div>	
and EEOC			
<i>State or local Agency, if any</i>			
Name (Indicate Mr., Ms., Mrs.) <b>Mr. Bobby Garrison</b>		Home Phone No. (Incl Area Code) <b>(334) 270-5781</b>	
Street Address <b>8219 Parkview Court Montgomery, AL 36117</b>		City, State and ZIP Code	
Named Is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name <b>MONTGOMERY COUNTY BOARD OF EDUCATION</b>		No. Employees, Members      Phone No. (Include Area Code) <b>201 - 500      (334) 269-3000</b>	
Street Address <b>307 South Decatur Street, Montgomery, AL 36104</b>		City, State and ZIP Code	
Name		No. Employees, Members      Phone No. (Include Area Code)	
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify below.)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-between;"> <div>Earliest <b>04-21-2004</b></div> <div>Latest <b>06-25-2004</b></div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION         </div>	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I was hired by the above-named employer on April 15, 2002, to work in the Logistic Department in the position of Laborer 1. I was assigned various tasks that were degrading and always assigned to black employees. On one particular occasion, I was told by Mike Strength, Supervisor, "Get out there and wash my car and wash Jacky Todd's car too." I have complained about and reported the discriminatory practices to Jimmy Barker, Assistant Superintendent, Jacky Todd, Director of Logistic, Mark Casillas, Director of Support Personnel and to Clinton Carter Superintendent and nothing was ever done. I was retaliated against for reporting a protected act by being terminated on July 12, 2004. Jacky Todd permits Mike Strength to demoralize Black workers on a daily basis. Whites are hired and promoted over Blacks no matter how inexperienced they are.</p> <p>I was not afforded a reason as to why I was terminated.</p> <p>I believe I have been discriminated against because of my Race, Black in violation of Title VII of the 1964, Civil Rights Act, as amended.</p> <p style="text-align: center; margin-top: 20px;">(AMENDED CHARGE-ORIGINAL CHARGE FILED JUNE 29, 2004)      NOV 18 2004</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <b>11/16/04</b>  <small>Date</small> </div> <div style="text-align: center;">   <small>Charging Party Signature</small> </div> </div>		<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">           SUBSCRIBED AND SWORN TO BEFORE  <small>(month, day, year)</small> </div> <div style="text-align: center;">  </div> </div>	